

House File 2513 - Introduced

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BY JAMES

A BILL FOR

1 An Act prohibiting discrimination based upon racial biases and
2 stereotypes associated with hair texture, hair type, and
3 protective hairstyles in education, employment, housing, and
4 public accommodations.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 8A.416, Code 2022, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 8. For purposes of this section:

4 a. "*Protective hairstyle*" means the same as defined in
5 section 216.2.

6 b. "*Race*" means the same as defined in section 216.2.

7 Sec. 2. Section 15A.1, subsection 1, paragraph b, Code 2022,
8 is amended to read as follows:

9 b. For purposes of this chapter, ~~"economic development"~~:

10 (1) "*Economic development*" means private or joint public
11 and private investment involving the creation of new jobs and
12 income or the retention of existing jobs and income that would
13 otherwise be lost.

14 (2) "*Protective hairstyle*" means the same as defined in
15 section 216.2.

16 (3) "*Race*" means the same as defined in section 216.2.

17 Sec. 3. Section 19B.1, Code 2022, is amended by adding the
18 following new subsections:

19 NEW SUBSECTION. 1A. "*Protective hairstyle*" means the same
20 as defined in section 216.2.

21 NEW SUBSECTION. 1B. "*Race*" means the same as defined in
22 section 216.2.

23 Sec. 4. Section 216.2, Code 2022, is amended by adding the
24 following new subsections:

25 NEW SUBSECTION. 12A. "*Protective hairstyle*" includes
26 braids, locs, twists, tight coils or curls, cornrows, bantu
27 knots, afros, and headwraps.

28 NEW SUBSECTION. 13A. "*Race*" is a grouping of humans based
29 upon physical traits commonly or historically associated with a
30 group including but not limited to skin color, hair texture,
31 hair type, or a protective hairstyle.

32 Sec. 5. Section 256.2, Code 2022, is amended by adding the
33 following new subsections:

34 NEW SUBSECTION. 3A. "*Protective hairstyle*" means the same
35 as defined in section 216.2.

1 NEW SUBSECTION. 3B. "*Race*" means the same as defined in
2 section 216.2.

3 Sec. 6. Section 256B.2, subsection 1, Code 2022, is amended
4 by adding the following new paragraphs:

5 NEW PARAGRAPH. 0b. "*Protective hairstyle*" means the same as
6 defined in section 216.2.

7 NEW PARAGRAPH. 00b. "*Race*" means the same as defined in
8 section 216.2.

9 Sec. 7. Section 256F.2, Code 2022, is amended by adding the
10 following new subsections:

11 NEW SUBSECTION. 6A. "*Protective hairstyle*" means the same
12 as defined in section 216.2.

13 NEW SUBSECTION. 6B. "*Race*" means the same as defined in
14 section 216.2.

15 Sec. 8. Section 261A.4, Code 2022, is amended by adding the
16 following new subsections:

17 NEW SUBSECTION. 17. "*Protective hairstyle*" means the same
18 as defined in section 216.2.

19 NEW SUBSECTION. 18. "*Race*" means the same as defined in
20 section 216.2.

21 Sec. 9. Section 279.58, Code 2022, is amended by adding the
22 following new subsection:

23 NEW SUBSECTION. 3. a. The board of directors of a school
24 district shall not adopt, for the district or for an individual
25 school within the district, a dress code policy that prohibits
26 students from wearing protective hairstyles that are commonly
27 or historically associated with a race.

28 b. For purposes of this subsection:

29 (1) "*Protective hairstyle*" means the same as defined in
30 section 216.2.

31 (2) "*Race*" means the same as defined in section 216.2.

32 Sec. 10. Section 280.2, Code 2022, is amended by adding the
33 following new subsections:

34 NEW SUBSECTION. 1A. "*Protective hairstyle*" means the same
35 as defined in section 216.2.

1 based on race: Code section 8A.416 (state employment), Code
2 section 15A.1 (state disbursement of grant funds), Code section
3 19B.1 (state employment and contracts), Code chapter 216 (civil
4 rights commission), Code chapter 256 (department of education),
5 Code chapter 256B (area education agencies), Code chapter
6 256F (charter schools and innovation zone schools), Code
7 chapter 261A (higher education loan authority), Code section
8 279.58 (school directors), Code chapter 280 (uniform school
9 requirements), Code section 341A.1 (civil service for deputy
10 county sheriffs), Code section 400.17 (employees under civil
11 service), Code section 602.1401 (judicial personnel), and Code
12 section 729.4 (fair employment practices).

13 The bill provides that discrimination on the basis of race
14 includes discrimination on the basis of protective hair styles.
15 The bill defines "protective hairstyles" as including braids,
16 locs, twists, tight coils or curls, cornrows, bantu knots,
17 afros, and headwraps.